

KPRC-TV

EEO PUBLIC FILE REPORT

April 1, 2016 - March 31, 2017

KPRC-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, KPRC-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Television Photojournalist	3, 6, 14, 58, 64	6
Digital Account Executive	2, 4-7, 9-11, 13-14, 19-21, 24-28, 30-34, 37, 39-40, 44-48, 50-53, 55-56, 59-63	30
Assignment / Content Editor	2, 4-7, 9-10, 13-14, 19-20, 22, 24-25, 27-28, 30-34, 37, 39-40, 42, 45-48, 50-53, 55-56, 58-63	22
Lifestyle Reporter	2, 4-7, 9, 13-14, 19-20, 24, 27-28, 31-37, 39-40, 45-48, 50-53, 55-56, 58-63	27
Photographer	2, 4, 6-7, 9, 13-14, 19-20, 24, 31-34, 36-37, 39-40, 45-48, 50-53, 55-56, 58-61, 63-64	64
Digital News Editor	2, 4, 6-7, 9-10, 13-14, 19-20, 22, 24-25, 27, 30-34, 36-37, 39-40, 43, 45-48, 50-53, 55-56, 58-63	25
Producer - Live Show	2, 4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 37-40, 43, 45-48, 50-55, 59-63	38
Producer - Live Show	2, 4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 37-40, 43, 45-48, 50-55, 59-63	6
Producer - Live Show	2, 4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 37-40, 43, 45-48, 50-55, 59-63	11
Producer - Live Show	2, 4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 37-40, 43, 45-48, 50-55, 59-63	11
Producer - Live Show	2, 4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 37-40, 43, 45-48, 50-55, 59-63	38
Host - Lifestyle Show	1-2, 4-7, 9-10, 14, 17-20, 24, 28, 31-34, 37, 39-40, 45-48, 50-55, 59-63	1
Host - Lifestyle Show	1-2, 4-7, 9-10, 14, 17-20, 24, 28, 31-34, 37, 39-40, 45-48, 50-55, 59-63	1
Senior Web Editor	2, 4-9, 13-14, 17-20, 24, 28, 30-35, 37, 39-40, 45-48, 50-56, 58-63	14
News Managing Editor	2, 4-7, 9, 13-14, 17-20, 24, 26, 28, 30-37, 39-40, 43-48, 50-56, 58-63	30
News Managing Editor	2, 4-7, 9, 13-14, 17-20, 24, 26, 28, 30-37, 39-40, 43-48, 50-56, 58-63	30

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignment Editor	5-7, 9-14, 16-20, 28, 31-34, 36-37, 39-40, 45-48, 50-55, 59-63	12
News Director	2, 4-10, 13-14, 16-20, 24-25, 27-28, 31-37, 39-40, 43, 45-48, 50-55, 59-63	6
Accountant	6, 14, 16-18, 21, 29-30, 32-34, 50, 54, 58, 60-61	21
Digital Account Executive	5-7, 9-10, 13-14, 17-18, 20-21, 25, 28, 31-34, 36-37, 39, 45-48, 50-55, 59-63	6
Media Manager / Editor	4-10, 13-14, 16-20, 23-24, 31-34, 36, 39-40, 43, 45-48, 50-55, 59-63	23
Commercial Producer	4-7, 9-11, 13-14, 16-20, 24, 28, 31-34, 36, 39-40, 45-48, 50-55, 58-64	64
AP Clerk	5-7, 9-10, 13-14, 17-21, 24, 28, 31-32, 45-48, 50-55, 59-63	21
Entry / Mid-Level Account Executive	4-7, 9-10, 13-15, 17-18, 20, 24, 28, 30-34, 36-37, 39-41, 43, 45-48, 50-55, 58-59, 61-63	30
Investigative Producer	4-7, 9-10, 13-14, 16-20, 24, 27-28, 31-34, 36-37, 39-41, 43, 45-48, 50-55, 57, 59-63	6
TV Photojournalist	3-7, 9-10, 13-14, 17-20, 24, 28, 31-34, 36-37, 39-41, 43, 45-48, 50-55, 58-64	64
Producer	4-7, 9-11, 13-14, 16-20, 24, 31-34, 36-37, 39-41, 43, 45-48, 50-55, 58-63	4
Social Media Producer	4-7, 9-11, 13-15, 17-20, 24, 27-28, 30-34, 36-37, 39-41, 43, 45-48, 50-53, 55, 58-59, 61-63	30
Video Editor - FT	6, 8, 14, 23, 50, 58	23
Multi-Media Journalist	4-7, 9-10, 13-15, 17-18, 20, 24, 27-28, 31-34, 36-37, 39-41, 43, 45-55, 58-59, 61-63	6
Station Traffic Specialist	4-11, 13-15, 17-18, 20, 24, 27-28, 31-34, 36-37, 39-41, 43-55, 58-59, 61-63	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	6
2	Asian American Chamber of Commerce 11171 Harry Hines Blvd., Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Fax : 1-972-241-8270 Lisa Vongthackdy	N	0
3	b-roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : (800) 443-0697 Kevin Johnson Manual Posting	N	1
4	Broadcast Image Group The Pearl - Full Goods Building 200 East Grayson Street San Antonio, Texas 78215 Phone : 2108286664 Url : www.broadcastimage.com Email : sleventhal@broadcastimage.com Fax : 1-210-828-6225 Sheryl Leventhal	N	1
5	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
6	Click2Houston 8181 Southwest Freeway Houston, Texas Phone : 7137784748 Url : www.click2houston.com Email : jobs@kprc.com Will Gough	N	43
7	Concordia University 3400 IH 35 North Austin, Texas 78705 Phone : 512-486-1199 Url : www.concordia.edu Email : Leslie.Brunson@concordia.edu Leslie Brunson	N	0
8	Current Employee	N	9

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9	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
10	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
11	Employee Referral	N	14
12	Former Employee	N	1
13	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
14	Graham Media Group 161 N. Clark Street Suite 2900 Chicago, Illinois 60601 Phone : 312-917-6260 Email : careers@grahammedia.com Julie Dreixler	N	2
15	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Sharon Ford-Dunn Prong 2 Start Date: 10/12/2016	Y	0
16	HBU School of Fine Arts 7502 Fondren Road Houston, Texas 77074 Phone : 281-649-3453 Url : www.hbu.edu Email : jgrotholson@hbu.edu Jesse GrothOlson	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	HCC Alumni 3100 Main Street, Ste. 12B12 Houston, Texas 77002 Url : hccsfoundation.org/alumni Email : zandra.henderson@hccs.edu Fax : 1-713-718-8631 Zandra Henderson	N	0
18	HCC Career Planning 5601 West Loop South Houston, Texas 77081 Phone : 713.718.7718 Url : hccs.edu Fax : 1-713-718-7723 Carolyn Davis	N	0
19	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Dambra@Headlinemedia.tv Carol Leff	N	0
20	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
21	Indeed.com 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Career Services Manual Posting	N	13
22	Internal Hire	N	2
23	Internal Transfer/Promotion	N	2
24	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
25	Job Board	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	KD Search 2328 Oak Drive Suite D Ijamsville, Maryland 21754 Phone : 301-874-1784 Karlene Comiskey Manual Posting	N	0
27	Ken Lindner @ Associates 2029 Century Park East Suite 1000 Los Angeles, California Phone : 310-277-9223 Fax : 1-310-277-5806 Rob Jordan	N	1
28	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
29	Lamar University Careers PO Box 10012 Beaumont, Texas 77710 Phone : 409.880.8878 Url : hireacardinal.org Fax : 1-409-880-8881 Jocelyn Robbins	N	0
30	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Linked In Manual Posting	N	40
31	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
32	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtalent.com Sue McInerney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	National Association of Black Journalists 8800 Lakewood Drive #117 Windsor, California 95492 Phone : 6267923846 Url : nabjcareers.org Email : info@nabjcareers.org Career Center	N	0
34	National Association of Broadcasters 1771 N Street, N W Washington, District of Columbia 20036 Phone : 2024293928 Url : nab.org Email : hr@nab.org Fax : 1-202-775-2983 Human Resources	N	0
35	National Association of Hispanic Journalists 1000 National Press Building 529 14th St. NW Ste 1000 Washington, District of Columbia 20045 Phone : 202-662-7145 Kathleen McHugh Manual Posting	N	0
36	National Press Photographers Association 3200 Croasdaile Drive Ste. 306 Durham, California 27705 Phone : 919-383-7246 ext.10 Url : nppa.org Email : tkenniff@nppa.org Fax : 1-919-383-7261 Thomas Kenniff	N	0
37	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
38	Non-Employee Referral	N	4

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39	OnAirJobs.Com, Inc. P.O. Box 541157 Houston, Texas 77254 Phone : NA Url : www.onairjobs.com/employers/ Email : todd@onairjobs.com Fax : 1-801-697-6657 Todd Nelson	N	0
40	Rick Gevers Newsletter 355 E. Ohio St., #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	1
41	Right Management 600 Galleria Parkway Suite 990 Atlanta, Georgia 30339 Phone : 770-314-7259 Url : www.right.com Email : vicki.sherry@right.com Vicki Sherry Prong 2 Start Date: 8/10/2016	Y	0
42	Simply Hired Inc 525 Almanor Ave, Suite 100 Sunnyvale, California 94085 Phone : 800-560-9439 Simply Post Simply Hired Manual Posting	N	0
43	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0

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44	Spots 'n' Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	1
45	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
46	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
47	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
48	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
49	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Texas Association of Broadcasters 502 E 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Fax : 1-512-322-0522 Craig Bean	N	0
51	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
52	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
53	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
54	The Art Institute of Houston 4140 Southwest Freeway Houston, Texas 77027 Phone : 713.353.4128 Url : artinstitutes.edu/houston Email : aswartz@aia.edu Fax : 1-713-966-2786 Aaron Swartz	N	0
55	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0

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56	The Ohio Center for Broadcasting 900 Sweet Valley Drive Valley View, Texas 44125 Phone : 216-447-9117 Fax : 216-642-9232 Gary James	N	0
57	Trade Website	N	2
58	TV Jobs.com PO Box 4116 Oceanside Oceanside, California 92052 Phone : 760-754-8177 Email : admin@tvjobs.com Mark Holloway	N	7
59	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
60	University of Houston 4800 Calhoun 106 Student Services Center #1 Houston, Texas 77204-3040 Phone : 713-743-5012 Email : tlloston@uh.edu Career Placement	N	2
61	University of Houston Bulletin Board 101 Communications Building Valenti School of Communication Houston, Tennessee 77204-3302 Phone : 713-743-2873 Fax : 1-713-743-2876 Beth Olson	N	0
62	University of Texas-El Paso 500 W. University, W. Union Bldg. #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0

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63	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
64	Word of Mouth Referral	N	13
TOTAL INTERVIEWS OVER REPORTING PERIOD:			173

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/7/2016	Participation in Job Fairs	Hiring managers participated in the University of Houston's Program for Excellence in Selling Career Fair	3	HR Director Digital Sales Manager Digital Sales AE
2	4/7/2016	Participation in events or programs sponsored by educational institutions	Meteorologist, Britta Merwin spoke to students at Edison Middle School.	1	Meteorologist
3	4/10/2016	Participation in events sponsored by community groups	Frank Billingsley served as a celebrity waiter at the ESCAPE Family Resource Center's event "Champions for Children."	1	Chief Meteorologist
4	4/14/2016	Participation in events or programs sponsored by educational institutions	Reporter Cathy Hernandez participated in the Galena Park ISD Career and Technical Education program's Career Day/Job Fair.	1	Reporter
5	4/15/2016	Participation in events sponsored by community groups	Meteorologist Khambrel Marshall emceed an event for the Cancer Fighters of Houston.	1	Meteorologist
6	4/28/2016	Participation in events or programs sponsored by educational institutions	Reporter Jace Larson emceed the Houston Community College's Designing Dining event.	1	Reporter
7	4/28/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Britta Merwin discussed weather with students at Decker Prairie Elementary.	1	Meteorology
8	5/6/2016	Participation in events or programs sponsored by educational institutions	Anchor Syan Rhodes emceed the African American Studies Program scholarship banquet at the University of Houston.	1	Anchor
9	5/14/2016	Participation in events sponsored by community groups	Chief Meteorologist Frank Billingsley emceed the M.E.N. Scholarship fundraising gala.	1	Chief Meteorologist
10	5/25/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Justin Stapleton discussed weather with 3rd grade students in the Katy Independent School District.	1	Meteorologist
11	5/25/2016	Sponsorship of events in the community designed to increase public awareness	Students of Williams Elementary were provided a behind the scenes tour of the studio and station. Broadcast career opportunities were discussed.	1	Promotions Producer
12	6/16/2016	Participation in Job Fairs	NABEF Media Sales Institute	1	Digital Sales Manager

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13	6/16/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Britta Merwin spoke to students at Youens Elementary.	1	Meteorologist
14	8/3/2016	Participation in Job Fairs	Graham Media Group hosted a booth at the NABJ/NAHJ Convention and Career Fair in D.C. GMG News Directors, and other GMG representatives attended to collect resumes and conduct interviews for job openings.	7	Chief HR Officer Executive Producer News Director New Director
15	8/26/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Khambrel Marshall emceed the United Negro College Fund's Mayor's luncheon.	1	Meteorologist
16	9/1/2016	Participation in events or programs sponsored by educational institutions	Sports Reporter and Video Journalist Lainie Fritz discussed being a journalist and effective communication at the Second Baptist Upper School Sophomore Seminar.	1	Sports MMJ
17	9/4/2016	Participation in events sponsored by community groups	Anchor Rachel McNeill emceed the inaugural Barbara Bush Power of Literacy Luncheon.	1	Anchor
18	9/20/2016	Participation in events sponsored by community groups	Anchor Keith Garvin moderated a forum on bringing industry back to the United States. Panelists included former Senator Kay Bailey Hutchison, Rep. Pete Olson, and the CEO of Mitsubishi Heavy Industries.	1	Anchor
19	9/24/2016	Participation in events sponsored by community groups	Meteorologist Khambrel Marshall emceed the 25th anniversary Linda Lorelle Scholarship gala.	1	Meteorologist
20	10/1/2016	Participation in events sponsored by community groups	Anchor and Reporter Jonathan Martinez participated in a Career Day Media Panel for DiscoverU.	1	Anchor / Reporter
21	10/12/2016	Participation in events or programs sponsored by educational institutions	Anchor / Reporter Jonathan Martinez spoke with AVID students about his job and college experience at Deepwater Junior High School in Pasadena, TX.	1	Anchor / Reporter
22	10/28/2016	Participation in events or programs sponsored by educational institutions	Meteorologist Justin Stapleton participated in the Houston Community College STEM In Real Life career and college exploration expo.	1	Meteorologist

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23	11/4/2016	Participation in Job Fairs	GMG hiring managers participated in the Medill Virtual Fair, an online job fair, to make contact with possible future interns and other newsroom employees.	2	Executive Producer News Director
24	11/5/2016	Participation in events sponsored by community groups	Meteorologist Khambrel Marshall emceed the Clear Creek Education Foundation gala.	1	Meteorologist
25	11/19/2016	Sponsorship of events in the community designed to increase public awareness	KPRC provided students of Deepwater Elementary a behind the scenes tour of the studio and station. Broadcast career opportunities were discussed.	1	Promotions Producer
26	12/7/2016	Provision of training to management	KPRC Managers attended Boss School Road Show, a Management Training Refresher Course, which included a review of EEOC employment and hiring standards.	18	Executive Producer Assistant News Director News Ops Manager Chief Engineer
27	1/25/2017	Participation in scholarship programs	KPRC co-sponsored the Senior Scholarships program for the 3rd straight year. Twenty deserving high school seniors will receive \$2,500 to go towards the college of their choice.	10	
28	2/22/2017	Participation in Job Fairs	HR Admins from KPRC and KSAT attended the University of Texas Moody College of Communication Job & Intern Fair	1	Human Resources Administrator
29	3/8/2017	Participation in Job Fairs	Will Gough participated in the Houston Interactive Media Association's Career Fair at the University of Houston. The Career Fair targeted students and professionals with media production and digital sales backgrounds.	1	HR Director
30	3/25/2017	Participation in Job Fairs	Hiring managers representing all of Graham Media Group attended the DC Journalism Job Fair to speak to a diverse pool of local and national candidates of all experience levels.	4	Chief HR Officer KPRC News Director WSLS News Director KSAT Exec. Producer
31	3/28/2017	Participation in Job Fairs	Will Gough attended the Houston Area Consortium of Career Centers' Texas Job Fair at the University of St. Thomas.	1	HR Director